



## THE CITY OF SAN DIEGO

### FACT SHEET

#### About the Mayor's Office of Ethics and Integrity

The Office of Ethics & Integrity (OEI) opened its doors the week of January 30, 2006, and is headed by the Deputy Chief of Ethics and Integrity. The department impacts all employees - unclassified and classified - who work in departments under the Mayor. OEI is not affiliated with the City of San Diego Ethics Commission, whose jurisdiction is limited to monitoring, administering and enforcing the City's governmental ethics laws (e.g., the Ethics Ordinance) as they relate to unclassified managers, elected officials, and appointed officials.

One of the major initiatives of OEI is providing training to all City employees concerning relevant ethics-related local & state law/regulations/policies and procedures. This will also include values-based training to improve each employee's understanding of ethics with the purpose of strengthening his/her ethical decision-making skills.

Another upcoming initiative is the ethics culture survey. This summer all City employees will be invited to take a voluntary and anonymous survey that will provide their views of City ethics standards and behaviors. Survey results will aid OEI in designing and focusing ethics training development and deliver, and the maintenance of a highly ethical culture among City of San Diego employees.

OEI also maintains the Employee Hotline, where any employee may confidentially report unethical behavior, in addition to waste, fraud, and abuse. The office reviews, refers, and monitors each complaint until its resolution/disposition. It is tasked with annually developing an audit of ethical practices in the City. Additionally, OEI is responsible for developing ethics educational/information resources, and for developing and implementing new/strengthened ethics policies and codes.

The Diversity Commitment has been transferred into OEI. OEI will house the activities of the Citizens Review Board on Police Practices and the Human Relations Commission, as well.

**FOR MORE INFORMATION:** [www.sandiego.gov/oei](http://www.sandiego.gov/oei)

*The mission of Office of Ethics and Integrity is to strengthen the City's Ethical Climate so that **HONOR** is cherished, personal integrity, and ethical courage are the cultural norms and all employees are supported and encouraged to use their judgment and initiative in the conduct of ethical practices in the workplace. Through these practices, our workplace will become more customer service oriented; our workforce motivated and satisfied; and public trust will be restored.*



#### Mayor's Office of Ethics and Integrity

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